



**ASSISTANT SECRETARY OF THE ARMY
ACQUISITION, LOGISTICS & TECHNOLOGY FUTURES
OFFICE
COMBINED ARMS SUPPORT COMMAND**



**PROPOSE
NCO Professional
Development Program
FOR
(MOS)
51C - Contracting**

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AGENDA

- Purpose
- Challenges
- Mission
- Approved Force Structure
- Propose Career Progression
- Propose Career Development Model
- NCO Professional Development Program
- Defense Acquisition Training & Certification
- Competencies and Leadership Road Map
- Active Component (AC) Promotion Pyramid
- NCO Contracting Corps (Roll-Up)
- Contingency Contracting Way Ahead
- Conclusion



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PURPOSE

To integrate an trained, experience and technical compete Contracting NCO Corps into the Army's warfighting requirements.

CHALLENGE

Generate modular contracting NCO force structure to meet AFSBs mission specific support throughout the full spectrum Army.



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MISSION

- **Perform Contingency Contracting support which includes, but is not limited to:**
 - **Special and Joint Operations**
 - **LOGCAP**
 - **Army Sustainment Command**
 - **Army Field Support Brigade**
 - **Installation Contracting**
 - **Humanitarian Assistance Mission**
 - **Other DoD and federal agencies missions**



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X

HQ PARC

	MOS	NOMENCLATURE	QTY	GRADE	19 <u>Personnel</u> 10 Officers 9 NCOs		
4 Army HQ PARC 10/0/09=19	51Z00	COMMANDER/PARC (CMD)	1	O6			
	**51Z00	DEP CDR (CMD)	1	O6			
	92Z50	SGT MAJOR (CMD)	1	E9			
	92A30	PROCUREMENT NCO (CMD)	2	E6			
	51Z00	CON OFFICER (OPS/REQ)	1	O5			
CMD Section 2/0/3	51C00	CON OFFICER (OPS/REQ)	1	O4	51Z00	O6	(2)
	51C00	CON OFFICER (OPS/REQ)	1	O3	51Z00	O5	(2)
	92A50	PROCUREMENT NCO (OPS)	1	E8	27A00	O5	(1)
	92Y40	PROCUREMENT NCO (OPS)	1	E7	51C00	O4	(2)
OPS/REQ 3/0/2	51Z00	CON OFFICER (PLANS/POL)	1	O5	51C00	O3	(2)
	51C00	CON OFFICER (PLANS/POL)	1	O4	27A00	O3	(1)
	51C00	CON OFFICER (PLANS/POL)	1	O3	92Z50	E9	(1)
	**92A50	PROCUREMENT NCO (PLANS)		1	92A50	E8	(2)
	E8				92A40	E7	(3)
Plans/Policy 3/0/4	92A40	PROCUREMENT (PLANS)	3	E7	92Y40	E7	(1)
	27A00	CON LAW OFF (LEGAL)	1	O5	92A30	E6	(2)
	27A00	CON LAW OFF (LEGAL)	1	O3			
Legal Sec 2/0/0							

- The Contracting Commander/PARC commands one or more contracting battalions, each capable of deploying multiple modular contracting teams, forming and controlling Joint contracting offices, and exercising operational control (OPCON) over all Army contracting teams deployed in theater.
- The Contracting Commander/PARC serves as the Army Commander's contracting advisor, plans for and coordinates all contracting functions within a theater of operation, and prepares, integrates with AFSB plans, and coordinates execution of the theater contracting support plan. Provides operational command, control, and supervision to all assigned and attached contracting elements. Provides planning assistance to the supported command and /or host nations, and local procurement.
- The Contracting Commander/PARC in conjunction with the Army Contracting Agency is responsible for providing all contracting support for Army installations.

**** USAR TPU
Positions**



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6

**CONTRACTING
Battalion**

4/0/4=8

..

CMD SECT

1/0/2

..

OPS/REQ

1/0/2

..

PLANS/POL

2/0/0

■ ■

**Contract
SPT TMS**

**3 AC Bns
2 ARNG Bns
1 USAR Bn
6 CCO Bns**

CONTINGENCY CONTRACTING BN

8

<u>MOS</u>	<u>NOMEN</u>	<u>QTY</u>	<u>Personnel</u>	
<u>GRADE</u>			4 Officers	
51Z00	COMMANDER (CMD)		4 NCOs	
1	O5		51Z00	O5
92Z50	SGT MAJOR (CMD)	1	(1)	
E9			51C00	O4
92A30	PROCUREMENT NCO (CMD)	1	(3)	
E6			92Z50	E9
51C00	CON MGMT OFF (OPS/REQ)	1	(1)	
O4			92A40	E7
92A40	PROCUREMENT NCO(OPS)	2	(2)	
E7			92A30	E6
51C00	CON MGMT OFF (PLANS/POL)	2	(1)	
O4				

- CCO BN is composed of multiple modular contracting teams, and provides contingency contracting support planning to leverage available commercial support as a force multiplier for deployed maneuver units.
- CCO BN participates in all supported unit deliberate and crisis action planning.
- CCO BN review: unit concepts of operations, OPLANs, CONPLANs, and theater contracting support plan.
- CCO BN publishes contracting support plans for each Corps and Division OPLAN and CONPLAN.
- CCO BN personnel advise Corps and Division maneuver unit commanders and staffs on contracting support.



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SENIOR CONTINGENCY CONTRACTING TEAM

105	CONTRACT Staff 2/0/2=4								4 Personnel 2 Officers 2 NCOs
		<u>MOS</u>	<u>NOMEN</u>	<u>QTY</u>	<u>GRADE</u>				
		51Z00/51C (05 USAR)	CON TM LDR	1	O4/				
		51C00 (04 USAR)	CON MGMT OFF	1	O3/				
	30 AC CCTs	92A40	PROCUREMENT NCO	1	E7			51Z00/C00	O4
	56 ARNG CCTs	92A30	PROCUREMENT NCO	1	E6			(1)	
	19 USAR CCTs			4				51C00	O3
	105 Total CCTs							(1)	
								92A40	E7
								(1)	
								92A30	E6
								(1)	

- CCTs can deploy independently or in direct support of a brigade level maneuver force.
- CCTs provide contracting support to maneuver units directly or on an area bases.
- CCTs are capable of split operations, and of being combined with other teams to form larger Contingency Contracting offices as the mission and the local vendor base dictate.



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CONTINGENCY CONTRACTING TEAM

105	CONTRACT								<u>4 Personnel</u>
	Staff								<u>2 Officers</u>
	2/0/2=4								<u>2 NCOs</u>
		<u>MOS</u>	<u>NOMEN</u>		<u>QTY</u>		<u>GRADE</u>		
		51Z00/51C	CON TM LDR		1		O4/		
		(05 USAR)							
		51C00	CON MGMT OFF		1		O3/		
		(04 USAR)							
	30 AC CCTs	92A40	PROCUREMENT NCO		1		E7	51Z00/C00	O4
	56 ARNG CCTs	92A30	PROCUREMENT NCO		<u>1</u>		E6	(1)	
	<u>19 USAR CCTs</u>				4			51C00	O3
	105 Total CCTs							(1)	
								92A40	E7
								(1)	
								92A30	E6
								(1)	

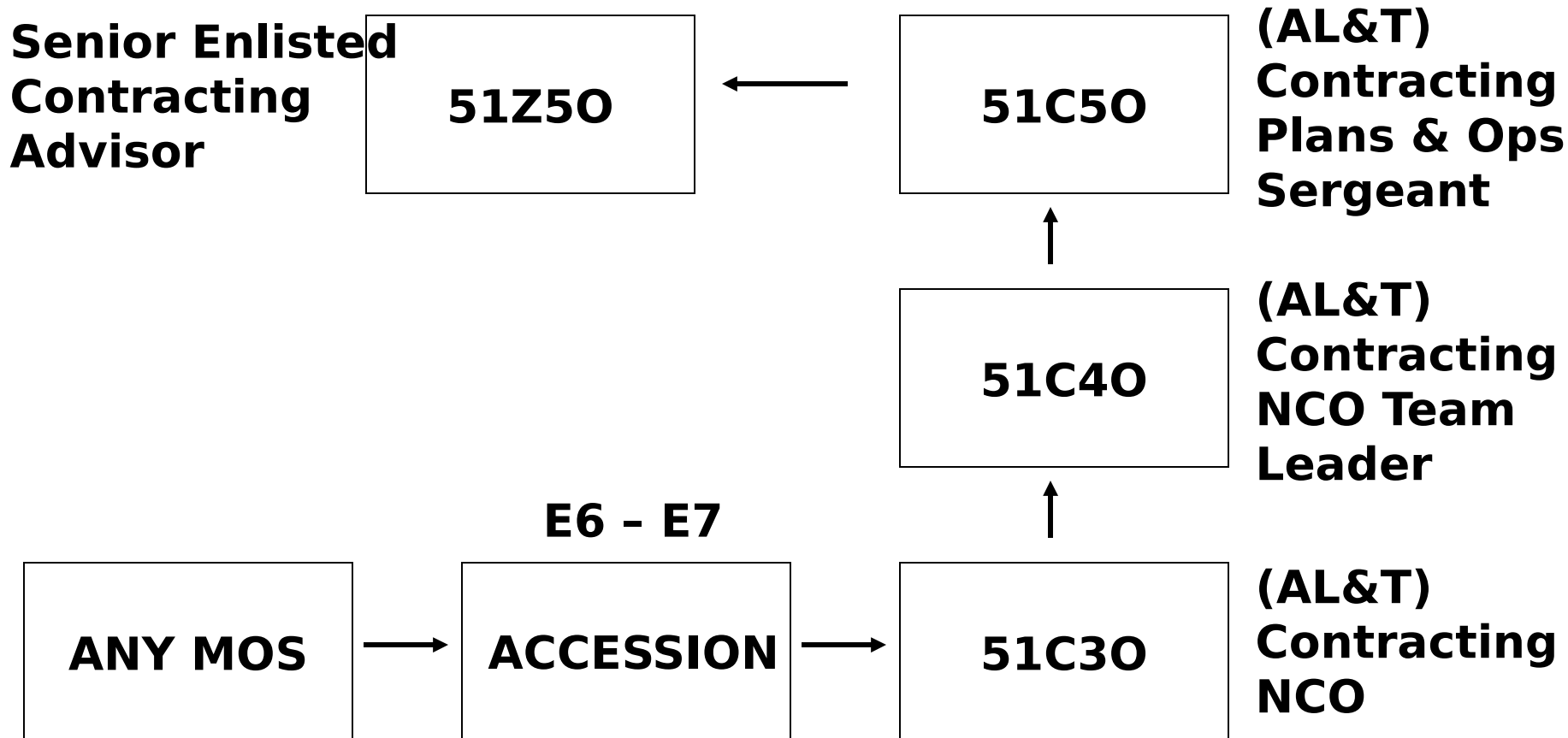
- CCTs can deploy independently or in direct support of a brigade level maneuver force.
- CCTs provide contracting support to maneuver units directly or on an area bases.
- CCTs are capable of split operations, and of being combined with other teams to form larger Contingency Contracting offices as the mission and the local vendor base dictate.



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PROPOSE CAREER PROGRESSION





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PROPOSE CAREER DEVELOPMENT

MODEL

<u>MODEL</u>					
YRS OF SVC	7 - 9		10 - 15	16 - 19	20 - 30
RANK	E6 TO E7		E7	E8	E9
DUTY ASSIGNMENT	Contingency Contracting NCO/ Contracting NCO Team Leader			Contracting Plans & Operations SGT	Senior Enlisted Contracting Advisor
	Contracting battalions and contingency contracting teams (CCT)			HQ PARC and Contracting Planning Teams	HQ PARC and Contracting Battalions
Institutional Training	BNCOC - MACAC ANCOC - DAU SMC				
Recommended NCOES-RELATED COURSES	PRIOR TO BNCOC Communication Skills Behavior Science Computer Literacy		PRIOR TO ANCOC Principle of Management Organizational Behavior English Composition		PRIOR TO SMC Time Management Human Resource Management Research Techniques
	Battle Staff NCO				
Recommended CMF-RELATED COURSES AND ACTIVITIES	Recommend computer literacy and writing standards				
	SKILL LEVEL 30 Evaluate Contracts Provide Contracting Support Modify Contracts ACCEP Training Contract Law Standard Procurement System		SKILL LEVEL 40 Forecast requirements Brief Cdr and staff Performance Standards Contract Officer Representative Management of Personnel		SKILL LEVEL 50 Acquisition Planning Contract Support Planning Contract Strategy Statement of Work Technical Evaluations
Recommended CMF- RELATED CERTIFICATION OR DEGREE GOAL	MISSION AIRMEN READY CONTRACT APPRENTICE CRS LEVEL I CERTIFICATION IN CONTRACTING ARMY LOGISTICS MANAGEMENT COLLEGE (DAU) LEVEL II & III CERTIFICATION IN CONTRACTING AA/AS/BA IN: BUSINESS RELATED DISCIPLINES BY THE 10 TH YEAR OR EARLIER BA/BS IN: BUSINESS RELATED DISCIPLINES BY THE 15 TH YEAR OR EARLIER				



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NCO PROFESSIONAL CAREER DEVELOPMENT PROGRAM

- **DAU LEVEL I - CONTRACTING COURSES, DAU ONLINE TRAINING AT CONTRACTING DUTY SITE (AIT/MOS AWARD TRNG)**
- **MISSION AIRMEN READY APPRENTICE COURSE, USAF CONTRACTING & FLIGHT ACADEMY, LACKLAND AFB, TX - 8 WEEKS (BNCOC EQUIVALENCY)**
- **ARMY LOGISTICS MANAGEMENT COLLEGE (ALMC), ADVANCED CONTRACTING TRAINING COURSE, HUNTSVILLE, AL - 4 WEEKS (ANCOC EQUIVALENCY)**



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DAU TRAINING & CERTIFICATION

➤ **Must meet all DAWIA requirements to receive any Acquisition or Contracting Certification (Levels I, II, or III) - no waivers**

➤ **E9 - E8 (Level III)**

➤ **E6 - E7 (Level I and II)**

(You can be warranted but not certified)



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Competencies and Leadership Development Roadmap

Developmental Opportunities Start →

Contracting NCO

Contracting NCO Tm Ldr

Contracting Plans & Ops NCO

Senior Enl Contracting Advisor

- Strategy →
- Human Resources →
- Performance Management →
- Mil Training Requirements →
- Technical Training. →
- Problem Solving →
- Conflict Management →
- Effective Communication →
- Planning →
- Process Improvement →
- Leadership Training. →



Propose (MOS) 51C - Competency Roadmap

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Roadmap Competencies Matrix																														
Education & Certification (X = Required, O = Desired)														Competency, Leadership Levels										Promotion Criteria						
	Baccalaureate degree																													
	24 semester hrs in bus field																													
	Graduate Courses																													
	Masters Degree																													
	AIT/DAU (F6 to F7)																													
	MARCAC (E6 to F7)																													
	ALMC/DAU (F6 to F7)																													
	SMA/DAU (E8 to E9)																													
	Battle Staff Course																													
	Contr Level I (F6 to F7)																													
	Contr Level II (F6 to F7)																													
	Contr Level III (F8 to F9)																													
	CPCM Certification																													
	Secondary CMF certification																													
	AAC Membership																													
	Strategy																													
	Human Resources																													
	Performance Management																													
	Training Requirements																													
	Project/Tasks Management																													
	Technical																													
	Problem Solving																													
	Conflict Management																													
	Effective Communication																													
	Planning																													
	Process Improvement																													
	Leadership Training																													
	Technical Expertise																													
	Organizational Improvement																													
	Leadership & Experience																													
	Self-Improvement & Education																													
	Management Capabilities																													
	Contracting NCO	O	O	O	O	X	X	X	O	O	O	O	O	O	X	O	O	O	O	O	O	O	O	O	1		2	1		
	Contr NCO Tm Ld	O	O	O	O	X	X	X	O	O	O	O	O	O	X	O	O	O	X	O	X	X	X	O	X	1		2	1	3
	Plans & Ops SGT	O	O	O	O	O	O	O	X	O	O	O	O	O	X	O	O	X	X	X	X	X	X	O	X	2	2	1	2	1
	Sr Enl Cont Adv	O	O	O	O	O	O	O	X	O	O	O	O	O	X	X	X	X	X	X	X	X	X	X	2	1	1	3	1	



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Senior Enlisted Contracting
Advisor/Executive

Technical
Comp

AL&T Plans & Operations
Contracting NCO/Managerial

Technical Competencies

AL&T Contracting NCO
Team Leader/Supervisory

Technical Competencies

First-Level
Leadership
Skills

Senior-level Technical Competencies

AL&T Contracting NCO/
Introductory Leadership
Skills

Mid level Technical Competencies

First-level Technical Competencies/Accessed NCO

NCO Education - Certification Skills
Framework



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Matrix of Standardized Criteria – Military Occupational Specialty (MOS) 51C - Contracting

Contracting NCO	Contracting NCO Team Leader	Contracting Plans & Ops NCO	Senior E Contracting
Technical Knowledge & Experience	Leadership Capability & Interpersonal Skills	Leadership Capability Project/Tasks Management	Management/Leadership Capability
Training & Interpersonal Skills	Technical Knowledge & Experience	Planning & Execution	Process Improvement Project/Tasks Mgmt
Leadership Skills	Creativity & Innovation	Technical Knowledge & Experience	Technical Knowledge & Experience
Self-Development & Education	Planning & Execution Self-Development & Education	Creativity & Innovation Self-Development & Education	Creativity & Innovation Self-Development & Education



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ALL COMPONENT ROLL-UP

	HQ PARC	CC Bn	SCCT Tm	CCT Tms	TOTAL
E9	4	6			10
E8	8	0	15		23
E7	16	12		105	133
E6	8	6	15	105	134
Total	36	24	30	210	300

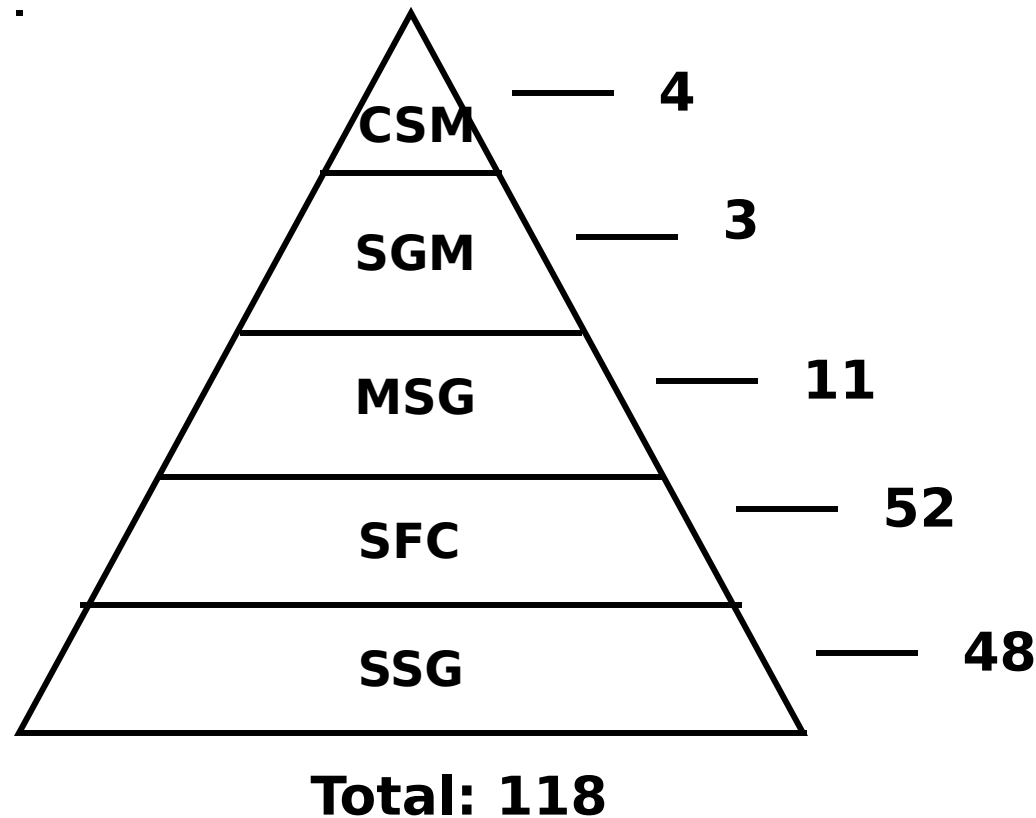
Total: 300
- Active: 118
- ARNG: 136
- AR: 46



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PROJECTED PROMOTION PYRAMID





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Contingency Contracting Way- Ahead

	FY06				FY07				FY08			
	Q2		Q3		Q4		Q1		Q2		Q3	
Priority	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
	Aug	Sep										
P 1	Develop ALT Annex to Modular Force Logistics Concept (MFLC)											
P 1	Update FMI 4-93.41 (Army Field Support Brigade (AFSB) for worldwide staff											
P 1	Update (1999) FM 100-10-2 Contracting Support on the battlefield											
P 1	<div> Update Job Book </div> <div> Develop MOS 51C Soldiers' Manual Skill Level 3, 4, 5) </div> <div> <ul style="list-style-type: none"> Determine additional tasks required Develop conditions and standards Staffing (ACA, ASC, AMC, CASCOM) Publication </div> <div> <ul style="list-style-type: none"> Determine individual tasks required Consolidate Staffing Publication </div>											
P 1	Develop Mission Training Plan											
P 1	Develop NCOES Program for MOS 51C (AIT, BNCOC, ANCO)											
P 1	Lead Joint Contracting and Contractor Management (JCCM) Contractor Working Group											
P 1	Updating Other Contracting related Army Doctrine and Concepts: <ul style="list-style-type: none"> FM 4-93.2 (Sustainment Brigade) FM 6-22 (Leadership) JP 3-0 (Operations) FM 3-90-7 (Combat Service Support to the Stryker Brigade Combat Team) FM 4-0 (Joint Logistics Program Directive Review) 											



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CONTINGENCY CONTRACTING WAY-AHEAD

	FY07				FY08				FY09										
	Q3		Q4		Q1		Q2		Q3		Q4		Q1						
Priority	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
	Nov	Dec																	
P 1	Develop MOS 51C Soldiers' Manual Skill Level 3, 4, 5)																		
P 1	Lead Joint Contracting and Contractor Management (JCCM) Contractor Working Group																		
P 1	Updating Other contracting related Army Doctrine and Concepts																		
P 2	Certification and Evaluation Training Program (ATC, NTC, JRTC)																		
P 3	Validate ACCEP Training Support Package (Army Contingency Contracting Equipment Package)																		
P 3	Validate Electronic SF 44 TSP																		
P 4	Conduct Road Show																		



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CONCLUSION